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ABSTRACT

Conference reports and topics of discussion from a series of seven New Jersey Conferences on Handicapped Individuals during 1976 are summarized. Eighty-five of the most significant recommendations from the conferences are presented, arranged by the following 15 subject areas: health research and treatment; recreational and cultural development; architectural accessibility; transportation accessibility; communication barriers; attitudinal barriers; psychological adjustment; economic concerns (employment, economic opportunity, economic security); educational concerns; special concerns (problems of the severely or multiply handicapped, community and residential based housing); civil rights of the handicapped; and unique problems. Appended is a list of delegates and alternates to the White House Conference on Handicapped Individuals.
(BD)

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NEW JERSEY CONFERENCE ON HANDICAPPED INDIVIDUALS

FINAL REPORT

1976

written by

Frank A. Dolan

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Governor

John J. Horn
Acting Commissioner
Department of Labor and Industry

George R. Chizmadia
Acting Director
Division of Vocational Rehabilitation Services

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New Jersey Conference on Handicapped Individuals

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EVELYN ARONOW DOLAN
State Director

December 17, 1976

Governor Brendan T. Byrne
State House
State Street
Trenton, New Jersey 08625

Dear Governor Byrne:

It is my honor and pleasure to present the Final Report of the New Jersey Conferences on Handicapped Individuals.

The Conferences were a tremendous success. They were the first gatherings of such magnitude to be accomplished in New Jersey. Representatives were included from every major disability group, parents and family members of the disabled, unaffiliated disabled persons, legislators, rehabilitation and other professionals, educators, employers, state administrators, and concerned citizens. The total effort involved 2,000 New Jersey citizens; over 50% of whom were the disabled, themselves, and 25% were family members of the disabled. Cooperation was only exceeded by the quality of the work produced. All were present to form the first united effort toward establishing the prioritized needs of the disabled and presenting agreed upon solutions.

I believe you will find the needs genuine and the proposed solutions realistic and worthy of consideration for implementation.

When this report is sent to the White House Conference on Handicapped Individuals with New Jersey's delegation, you can be certain that our State will be well represented and respected.

Sincerely,

A handwritten signature in cursive script that reads "Evelyn Aronow Dolan".

Evelyn Aronow Dolan
State Director

EAD



STATE OF NEW JERSEY
OFFICE OF THE GOVERNOR
TRENTON

BRENDAN T. BYRNE
GOVERNOR

January 12, 1977

President Gerald R. Ford
White House
Washington, D.C.

Dear President Ford:

Enclosed you will find the Final Report of the New Jersey Conference on Handicapped Individuals. This report represents the cumulative efforts of several thousand disabled persons, their families, and concerned citizens. They each gave much of their valuable time to attend at least one of the seven regional sessions of the conference. In hundreds of specific recommendations and general policy statements, these people tell of their goals and aspirations, their needs and proposals for the future.

We, in New Jersey, have given this report a thorough and complete review. Many state agencies and departments are committed to implementing all applicable and feasible recommendations. Many New Jersey legislators are, likewise, committed to changing appropriate state laws. My staff is committed to provide support for those efforts wherever possible.

The disabled community of New Jersey has spoken through this report. The political and governmental institutions of this state are committed to respond. In presenting this report to you, Mr. President, we hope and trust that you, and through you, the government of the United States, will likewise respond to the aspirations of the disabled community in this country.

Sincerely,

A handwritten signature in dark ink, appearing to read "Brendan Byrne", written over a horizontal line.

GOVERNOR

Enclosure

FORWARD

Each year vast sums of money are spent on services and direct aid to the nation's disabled citizens. Until recently, the system was devoid of feed back, the disabled and those serving them were effectually insulated, but now, the age of consumerism is with us and the disabled are demanding a say in the system which serves them. They are also demanding their rights as citizens, equality in employment, education, housing, and transportation.

To the legislator or administrator anxious to serve in this new era, a key problem is to determine who speaks for the handicapped. A plethora of disability groups, coalitions, advocacy committees, and professional societies all lay claim and rarely agree.

Against this background, the New Jersey Conferences on Handicapped Individuals brought together several thousand citizens - disabled consumers, their families, professionals, and volunteers. In seven regional meetings, in workshops, in open forum, by democratic vote, they have provided a document which transcends the parochialism and narrow interests. The Final Report of the New Jersey Conference gives an honest evaluation of what is right and wrong with current programs in the view of the people they serve. It also gives a clear picture of what the disabled consider key for their future, a blueprint for legislative and administrative action.

The Final Report has two versions, the complete report and an abbreviated summary. I have tried hard to make the summary an honest distillation, given that funds available for the project were insufficient to allow broader distribution of the larger document. Holders of the summary finding they require more depth we invite to contact the New Jersey State Library for use of a copy of the complete text.

Frank A. Dolan
Bordentown, New Jersey

ABSTRACT

In accordance with the mandate in the 1974 amendments to the Rehabilitation Act, New Jersey held a series of seven Conferences on Handicapped Individuals during the summer of 1976. The Conferences were one day each and were held at barrier-free locations throughout the State. Governor Brendan T. Byrne appointed Mrs. Evelyn Aronow Dolan, Executive Secretary of the Governor's Committee on Employment of the Handicapped, to act as State Director for the Conferences. To assist Mrs. Dolan, a Select Planning Committee was formed. The Select Planning Committee, almost all of whom are disabled or the immediate family members of the disabled, gave overall guidance for the conduct of the Conferences and also formed the source for chairpersons of working committees. Select Planning Committee members were chosen based upon their interest in the New Jersey Conferences, their potential value to the process, and their representation of a broad cross-section of the disabled, the disabled consumer movement, the voluntary Agencies, the advocacy movement, parents of disabled individuals, and rehabilitation professionals.

The format for each of the seven Conferences was similar. First, a short opening address was delivered by a prominent State or National figure. All conferees then met in a general session to conduct a workshop on economic concerns of the handicapped. Following that workshop, conferees then broke down into smaller groups for consideration of other areas of primary concern. Each workshop had a moderator to assure smooth functioning, a recorder who took notes on the proceedings, and one or more coordinators. The coordinators, chosen for their expertise in the particular subject area, acted as resource persons for the workshops. The product of each workshop was a listing of recommendations for legislative or administrative action to remedy the key concerns in the subject area as perceived by workshop participants.

After the workshops, all conferees gathered for a keynote address by an individual of particular prominence for work with the disabled. Conferees continued in general session to discuss reports presented by the individual workshops and modify them as necessary to reflect the majority opinion of the Conference.

Below is a summary, arranged by subject area, of the most significant recommendations from the seven Conferences as perceived by the chairman of the Reporting Committee:

HEALTH RESEARCH AND TREATMENT

1. There is a definite need for a national health insurance system to cover catastrophic situations at least, preferably to cover all medical needs.
2. The fragmented nature of the current health services delivery system is a matter of great concern. The disabled perceive the system as inefficient, wasteful, and unresponsive to their needs. They desire a change in organizational modality to "regional centers," where diagnosis, treatment, and rehabilitation services are available under one roof.
3. A reordering of national priorities is justified to place more emphasis on the areas of research and prevention. To avoid wasteful duplication in research, establishment of a coordinating agency, a National Institute for Rehabilitation, was recommended.
4. Lack of training facilities for physical therapists in the State of New Jersey was perceived as a major problem. Additionally, the disabled feel too little emphasis is placed on the long-term care aspects of disabling conditions and the education and training of health care professionals.

RECREATIONAL AND CULTURAL DEVELOPMENT

1. The keynote for our recreational programs should be integrating the handicapped into the "mainstream." All future programmatic legislation should be written with that principal in mind. The disabled, themselves, should have mandated representation on councils and committees set up for the establishment and operation of recreational programs. The college level education and in service training programs of recreational professionals should stress integration of the disabled.
2. While recognizing that the primary focus should be integration of the disabled into the recreational mainstream, we must assure that programs for the severely disabled are not neglected. Recreation should be considered a part of work activity center programs. Recreational programs for the severely disabled should also include residential experiences to allow vacation respites for the parents of the severely disabled individuals.

3. Insurance programs must be modified to assure that liability problems do not preclude participation of the disabled in recreational activities. The additional risks which may be involved in the participation of the disabled should be shared equally among all recreational insurees.
4. Safety standards for the participation of the disabled in recreational activities are definitely needed. A State-level task force should be identified for this purpose with mandated representation from the disabled community.
5. The rights of the handicapped to enter and participate in activities at amusement parks, country clubs, and resort hotels must be affirmed.
6. Removal of architectural barriers at major cultural facilities should be a priority thrust of public works funding. In New Jersey, education in the arts suffers due to the lack of accessible higher educational institutions. Removal of architectural barriers at the State University and other colleges should be a primary concern.

ARCHITECTURAL ACCESSIBILITY

1. The proposed Rules and Regulations implementing Section 504 of the Rehabilitation Act should be modified to preclude compliance by State Division of Vocational Rehabilitation Services Offices through means of "program accessibility." State D. V. R. Offices should be made barrier-free.
2. The Architectural and Transportation Barriers Compliance Board should be made a powerful, separately funded Agency with mandated representation from the disabled community.
3. Enforcement of New Jersey's Barrier-Free Design Legislation should be incorporated into the State Uniform Building Construction Code System. A State Architectural Barriers Compliance Board, with mandated representation from the disabled, should be available for appeals purposes.
4. An omnibus bill on parking for the disabled is needed in New Jersey. It should be patterned after the parking code of the city of New York with fines for those who misuse the spaces.
5. The voting rights of disabled citizens in New Jersey should be assured through the passage of Senate Bills 1629 and 1630.

6. Public works funding should be used for the gradual removal of architectural barriers in key publicly owned facilities. Tax incentives should be used to encourage owners of private facilities to remove architectural barriers.
7. State legislation on use of the International Symbol of Access is needed.
8. Current systems of mandating that a percentage of housing units be accessible to the disabled are unworkable. All housing units should be made minimally accessible, that is, disabled individuals should be able to reach all areas and provisions for individual modifications should be facilitated.

TRANSPORTATION ACCESSIBILITY

1. Reliable, demand "dial-a-ride" systems are the best currently available approach to short-range transportation. Such systems must be subsidized to make their cost comparable to mass transportation. The current Federal program for providing accessible vehicles to social service Agencies, while it accomplishes a valuable social service, does not provide a viable transportation system.
2. To provide for eventual total system accessibility, all new elements of consumer railroads, stations and cars, should be procured barrier-free.
3. Federal legislation is required to assure the rights of disabled individuals to travel on commercial air lines.
4. The New Jersey Commissioner of Insurance should assure that automobile insurance companies do not discriminate against disabled drivers. Automobile liability rates for disabled drivers should be based on hard actuarial evidence.
5. D.V.R. should be allowed to purchase specially equipped automobiles for severely disabled individuals, if absolutely required for their employment.
6. Ultimately all transportation modes should be accessible; in the interim, priorities must be set within cost restraints. The disabled, themselves, should have a key role in setting these priorities.

COMMUNICATION BARRIERS

1. The P.B.S. System for providing captioned TV using Line 21 should be adopted.
2. TTYs should be strategically positioned throughout the State. Plug-ins for portable TTYs should be available at high use locations such as airports.
3. Sign language classes should be set up as a part of adult education programs.
4. Existing institutions and nursing homes should be required to install alternate warning systems for the deaf. Hospitals should be required to have at least one professional, trained in sign language, on duty at all times.
5. State standards are needed regulating qualifications and fees of interpreters for the deaf.

ATTITUDINAL BARRIERS

1. The disabled should be shown in a wide variety of societal roles in school textbooks. This should be mandated by legislation parallel to Title IX which pertains to women.
2. The mass media should also show the disabled in a wide variety of social roles. The F.C.C. should issue policy to this effect.
3. Portrayal of disabled individuals should emphasize their potential as sexual beings.

PSYCHOLOGICAL ADJUSTMENT

1. Counselling and other psychological services should be available to handicapped individuals and their families throughout life.
2. Courses on the psychological aspects of disability and adjustment to disability should be available in adult education programs.
3. Disabled individuals and their families should be trained as volunteer paraprofessional counsellors.

4. The rights of individuals in institutions must be protected through a strong system involving independent inspections, ombudsmen, and boards of managers with mandated representation from the disabled community. Administrative procedures should mandate the summary dismissal of any institutional employees found guilty of abuse.
5. Institutions should maximize the involvement of families in the treatment of residents. For those without families, a pseudo-family constellation should be established.

ECONOMIC CONCERNS - EMPLOYMENT

1. Much greater emphasis is needed on enforcement of Sections 503 and 504 of the Rehabilitation Act. Employers are unaware in general terms of their requirements for affirmative action under Section 503. Staffing within the Department of Labor to improve knowledge concerning the program and effect compliance must be increased. Concerning Section 504, rules and regulations have still not been promulgated by the Department of Health, Education and Welfare, which by Executive Order has been mandated to be the lead Agency.
2. Current Federal programs concerning transportation of the handicapped are inadequate in providing transportation for employment. What is needed is a system of reliable, accessible, "dial-a-ride" transportation for those who cannot utilize public transportation. Current half-fare programs for the disabled should be expanded to include hours of normal transportation to and from work.
3. New Jersey Civil Service Statutes should be modified to eliminate absolute veterans preference. The current system is a major obstacle to State employment of disabled individuals.

ECONOMIC CONCERNS - ECONOMIC OPPORTUNITY

1. Disabled individuals should be given a basic living grant and be provided services essential to life, such as medical care, attendance, and subsidized transportation. To provide incentive for employment, the basic living grant should be reduced on a sliding scale based on wages. Key supportive services should not be removed until the individual has achieved a high degree of economic independence.
2. Disabled individuals should be allowed to deduct excess transportation expenses required for employment.

3. Workmen's Compensation Laws should be modified to spread the actuarial risk for second injury among the broad base of all employers.
4. The New Jersey State Division of Vocational Rehabilitation Services should streamline its job placement services. The current system of individual counsellors forming job placement is not in keeping with today's business practices. At least one individual in each D.V.R. office should be assigned specifically to this task. A quick and effective system of matching job ready clients with existing vacancies must be developed and implemented.
5. Counselling services should be strengthened within the United States Employment Service.

ECONOMIC CONCERNS - ECONOMIC SECURITY

1. The role of the sheltered workshop must be examined and up-dated. Workshops must provide a wider variety of jobs, both for training and terminal employment. Locations and roles of workshops should be diversified, including those with an industrial model, those decentralized into neighborhood locations, and those co-located in institutional or community group living facilities. Until some form of basic living grant is instituted, workshop employees should be paid a living wage. Destructive competition among workshops must be eliminated; the products of workshops should receive preferential treatment from Government Procurement Agencies.
2. Work activity centers for nonemployable disabled individuals should be a priority item in funding under Title XX. Such centers may be operated by public Agencies such as recreation departments or by nonprofit voluntary health Agencies. In either case, attention must be given to continuing therapy to prevent downgrading of physical functioning in clients.
3. The Rehabilitation Act should be further strengthened in providing services for the severely disabled. Support should be provided for "independent living" as a goal of rehabilitation.
4. Police departments require training in dealing with the problems of disabled persons, particularly naive offenders.
5. Many changes are needed in the Supplemental Security Income (SSI) and Social Security Disability Insurance programs to eliminate disincentives to work. As a general statement, a disabled individual should never lose money or lose benefits essential to life by becoming employed. Additionally, the current system of reducing benefits for individuals when they marry is counter-productive to normal socialization and attainment of independent living.

EDUCATIONAL CONCERNS

1. New legislation is needed at the Federal level to assure that pre-school education is provided to all handicapped children who would benefit from it from birth.
2. The disabled should have a mandated role on committees and task forces related to "special" education and on the boards of education of special service school districts.
3. To the degree possible, educational delivery systems and rehabilitation service delivery systems should be integrated to preclude duplicative overlapping.
4. Particular emphasis is needed on assuring basic educational skills in special schools for the disabled. The disabled, themselves, feel that at present education in special schools is inferior to normal public school education.
5. Teacher training and teacher certification programs should include education for the handicapped in a mainstream environment. In-service, training programs are also required; EICs should play a major role in developing model programs.
6. A restructuring of postsecondary education is necessary in the State of New Jersey to assure that a broad variety of majors is available to handicapped individuals.
7. Emphasis is required on integration of the disabled into community educational programs. Programs for the deaf are of particular significance.
8. Vocational and technical training programs in the State of New Jersey at present do not offer sufficient opportunity for physically handicapped students. Such programs should be open to all students, regardless of handicap category. Section 504 of the Rehabilitation Act offers great promise for further integration of the handicapped into the educational mainstream. This is a major goal of New Jersey's disabled for sociological, economic, and educational reasons. Task forces should be organized by both the State Board of Education and the State Board of Higher Education for smooth implementation of these new rules.

SPECIAL CONCERNS - PROBLEMS OF THE
SEVERELY OR MULTIPLY HANDICAPPED

1. The Rehabilitation Act and implementing State Administrative Code should be changed to allow the delivery of rehabilitation services to the severely and multiply handicapped for the purpose of achieving independence in living, normal socialization, and life enrichment. At present, services are still predominantly vocationally oriented.
2. Viable "dial-a-ride" systems are absolutely essential to the provision of service for the severely and multiply handicapped.
3. Counselling on all aspects of their lives should be available to the severely and multiply handicapped from primary or secondary school age. The current system of switching from educationally based counselling to State D.V.R. based counselling as a young adult is inappropriate.
4. More emphasis is required on employment programs for the home-bound.
5. Disincentives to employment should be removed from the Social Security System. Disabled individuals should be allowed to keep their benefits even though they have a certain amount of income in the same manner as is now allowed for the retired. Benefits essential to life such as medical care, attendant care, and transportation should not be removed from the disabled recipient until a complete economic independence is achieved.

SPECIAL CONCERNS - COMMUNITY AND
RESIDENTIAL BASED HOUSING

1. Research is needed to determine the demography of the handicapped population, where they live and their types of disabilities. Research is also needed to determine statistically the housing preferences of handicapped individuals.
2. The Federal Government should actively support alternative living facilities for handicapped persons through Federal construction loan programs.
3. The State Government should proscribe municipalities' use of zoning laws to keep out alternate living facilities for the handicapped.

4. Disabled individuals should be paid a basic living grant rather than a specific subsidy for housing.
5. Social Security payments should not be reduced for those individuals who choose group living.
6. The majority of disabled individuals can live in normal housing settings if barrier-free design is provided. Such design should be integrated into housing facilities, to the maximum degree possible, in all new construction and major renovation.
7. Separate housing for the severely disabled should incorporate support services such as homemaking, meal service, transportation, attendant care, and sheltered workshop.
8. Particular care to meet the needs of the deaf is required in housing projects.

CIVIL RIGHTS OF THE HANDICAPPED

1. The disabled desire that they have mandated representation on the Commissioner of Education's Advisory Council on Education of the Handicapped and on the Boards of Education of Special Service Districts.
2. Public meetings should be held in accessible locations with appropriate provisions for deaf and blind citizens.
3. State Agencies should make a concerted effort to solicit the opinion of disabled citizens on matters affecting them.
4. The institutionalized disabled should be given the maximum opportunity for constructive work and constructive work training and should be paid for the value of the work they do.
5. The Federal Architectural and Transportation Barriers Compliance Board must be reconstituted as an effective independent Agency. It should have public membership, including representation from the disabled community, independent funding, and adequate staffing.

6. A State level architectural and transportation barriers compliance board should be formed in New Jersey. State enforcement mechanisms must include provisions for complaints from disabled individuals and advocacy organizations.
7. Polling places must be in barrier-free locations.
8. Orthopedically handicapped persons should have the right to assistance of their choice in the voting process.
9. The mass media should be used to make handicapped people more knowledgeable of their civil rights. Additionally, State D.V.R. clients should be made knowledgeable of their rights during the counselling process. Additionally, a pamphlet on civil rights of the disabled should be prepared and distributed by the Office of the Public Advocate.
10. The Federal Civil Rights Act of 1964 must be expanded to preclude discrimination on the basis of physical or mental handicap.
11. The State Division of Civil Rights should promulgate rules and regulations to implement State anti-discrimination statutes with regard to the disabled.

SPECIAL CONCERNS - UNIQUE PROBLEMS

1. Special arrangements must be made to provide adequate educational opportunities to handicapped children who are not fluent in English.
2. The military services should retain individuals disabled on duty to the degree feasible. This should be accomplished even if retraining to another occupational specialty code and some limitations to duty assignments are required. Additionally, persons severely disabled in the military service should be offered civil service positions comparable to their military experience after rehabilitation.
3. Housing projects for the aged should include complete alternate warning systems for deaf senior citizens.

WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

DELEGATES

1. Evelyn Aronow Dolan, State Director
New Jersey Conference on Handicapped Individuals
2. Hyman Klein, New Jersey Commission for the Blind & Visually Impaired
3. Kathy Molitoris
4. Dr. John D. Worrall, Assistant Director
Bureau of Economic Research
Rutgers, The State University
5. Dr. Elizabeth M. Boggs, Chairperson
Developmental Disabilities Council
6. Ms. Adeline Franzel, Coordinator
Programs for the Handicapped
New Jersey State Library
7. Dorothy Mery, Contract Employment
United States Department of Labor, Region II
8. Richard E. Englehardt, Chief, State Operations and Special Programs
United States Department of HEW/RSA
9. Percy L. Miller, M.D. Director
P.M. & R., Hospital Center at Orange
10. Mrs. Patricia Shillingburg
11. Mrs. Audrey McMahon
12. Donald Ware
13. Frank Rodio
14. Philip E. Cronlund, Superintendent
Marie Katzenback School for the Deaf
15. Mr. Frank A. Dolan, Chief
Contingency Support Division
Hq. 21 AF (DOX)
16. Diane Mutchler, Vice President
Disabled In Action of New Jersey

WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

ALTERNATES/DELEGATES

1. Bruce Gaeta, Esq.
Attorney-at-Law
2. James Seath, Executive Director
Associated Craftsman, Inc.
3. Mr. Philip Moos
4. Theodor A. Dukes, Senior
Research Scientist Lecturer
Princeton University
5. Dr. Ronald Cannella
6. Freeholder Michael Hayes
7. George Mango, Assistant Director
New Jersey Easter Seal Society
8. Mary DeRiso
New Jersey Division of Vocational Rehabilitation Services
9. Dr. Margaret Symonds
Childrens Specialized Hospital
10. Jules Lenoile, Director, Habilitation Services
Rutgers Medical School
11. John L. Davis, President
United Cerebral Palsy
12. Joseph Gaeta, Director
Raritan Valley Workshop
13. Sandra Pinkerton, President
Disabled In Action of New Jersey
14. Dr. Russell G. Layden
Special Services School Dis., Bergen County
15. Ronald E. Vaughn, A.I.A.
16. Patricia D. Price